

## 2018 AACC/SYCL Salary Survey

The 2018 Salary Survey was designed to capture salary and benefits data for all board-certified clinical chemists (ABB, ABCC, NRCC) working in the United States and Canada. In total, 199 responses were received. However, because very few responses came from MDs and ABB and NRCC-certified individuals, only responses from PhD individuals with ABCC certification were included in the final analysis (total n=140). These individuals could be holding multiple board certifications in addition to ABCC, and were split into 133 PhD, DABCC individuals working in the US, and 7 PhD, DABCC individuals working in Canada. Responses from Canada were analyzed separately to present basic salary information (pages 13 and 14), but they were not included in any of the other analyses reported on pages 2-12.

The goal of the salary survey was to provide the findings to AACC and SYCL members so they can make informed decisions while conducting job searches.

All responses were anonymous and state identification has been obscured by regions that were grouped based on cost-of-living. Questions related to income amounts (salary, bonuses and other funds) were all reported as gross income amounts (pre-tax) USD.

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Special thanks to AACC Staff who administered and supported the survey:

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## Salary Survey Summary

For statistical and privacy purposes data blocks with n < 10 were not included in the analysis, except for Canada.

## Population Separation

Category	Total	US	Canada
		PhD DABCC	PhD DABCC
n	199	133	7

## US Certification

Category	DABCC	DABCC	DABCC	DABCC	NRCC	ABB
		NRCC	ABB	NRCC ABB		
n	117	14	0	2	8	4

## Regional Groups (PhD, DABCC)

Category	Canada	Group 1	Group 2	Group 3	Group 4
n	7	38	34	31	30

### Group 1

(Alaska, California, Connecticut, District of Columbia, Hawaii, Maryland, Massachusetts, New Jersey, New York, Oregon, Rhode Island, Vermont)

### Group 2

(Colorado, Delaware, Florida, Maine, Minnesota, Montana, Nevada, New Hampshire, North Dakota, Pennsylvania, South Carolina, Virginia, Washington)

### Group 3

(Arizona, Idaho, Illinois, Indiana, Kentucky, Louisiana, New Mexico, North Carolina, South Dakota, Utah, West Virginia, Wisconsin, Wyoming)

### Group 4

(Alabama, Arkansas, Georgia, Iowa, Kansas, Michigan, Mississippi, Missouri, Nebraska, Ohio, Oklahoma, Tennessee, Texas)

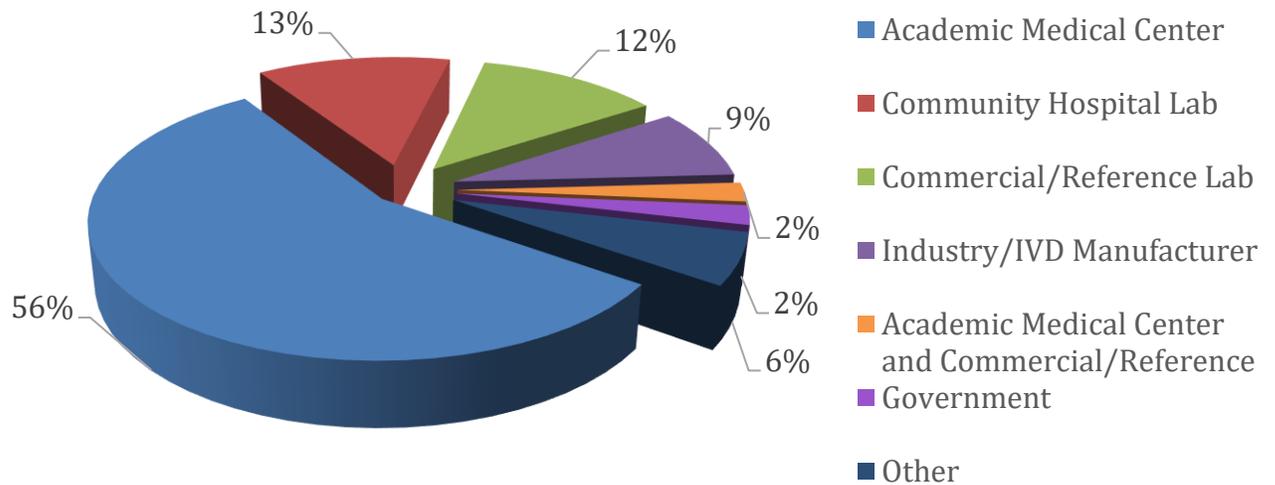
## US Experience (PhD, DABCC)

Category	<3 yr	3-6 yr	7-10 yr	11+ yr
n	20	48	29	36

## US Gender (PhD, DABCC)

Category	Female	Male
n	62	65

## US Employment Sector (PhD, DABCC)



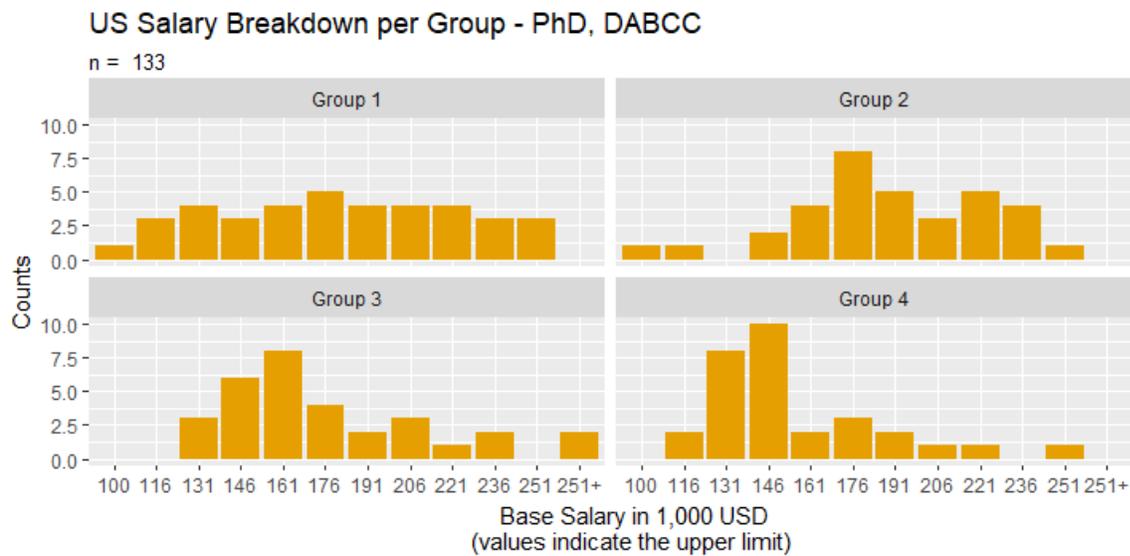
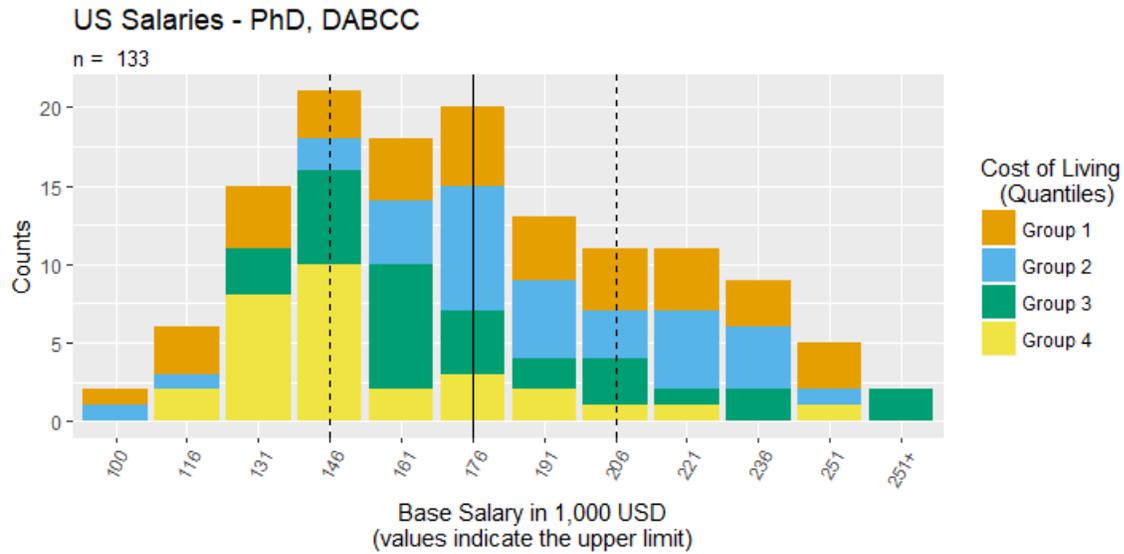
Type of Institution	n
Academic Medical Center	74
Community Hospital Lab	17
Commercial/Reference Lab	16
Industry/IVD Manufacturer	11
Academic Medical Center and Commercial/Reference	3
Government	3
Other (Consulting, Regional HMO Lab, Hospital/Reference Lab Combo, Laboratory Benefit Management, Large Health System, Large Non-profit Multistate Hospital Network, NIH Designated Cancer Research Center, Pharmaceutical Company)	8

# US Information

Samples were filtered as such

n	Initial Respondents	-Canadians		-Others		Board Certified		DABCC		PhD		Reported Salary	
	199	→	191	→	186	→	158	→	144	→	136	→	133

## US Salary (vertical lines indicate 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentile)



### US Salaries - PhD, DABCC

0-3 years experience, n = 20



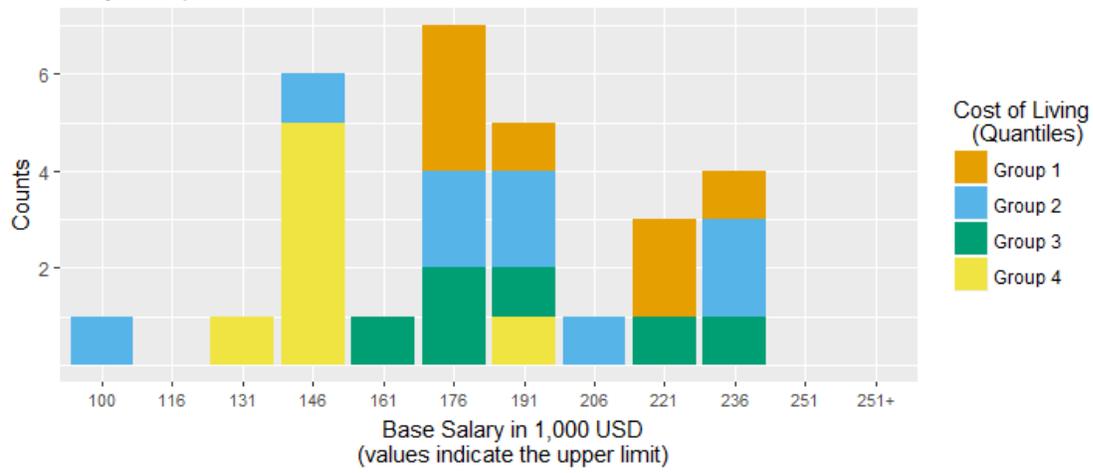
### US Salaries - PhD, DABCC

3-6 years experience, n = 48



### US Salaries - PhD, DABCC

7-10 years experience, n = 29

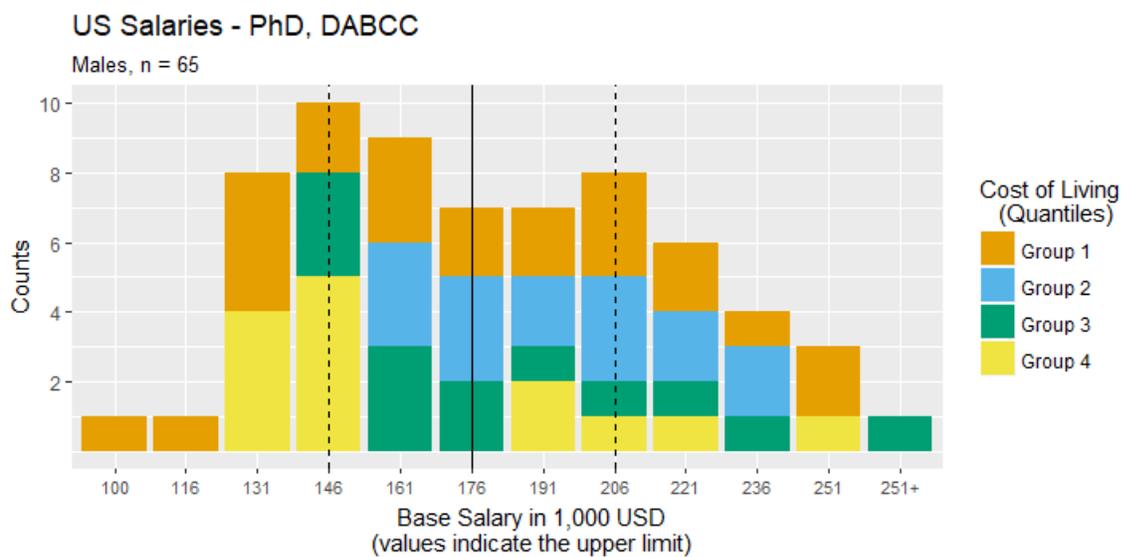
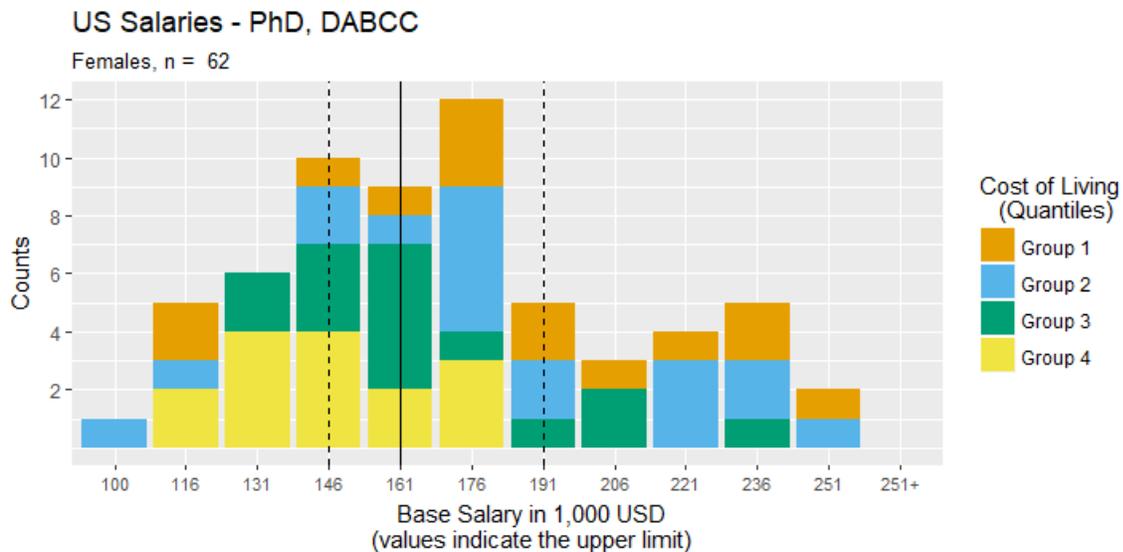


### US Salaries - PhD, DABCC

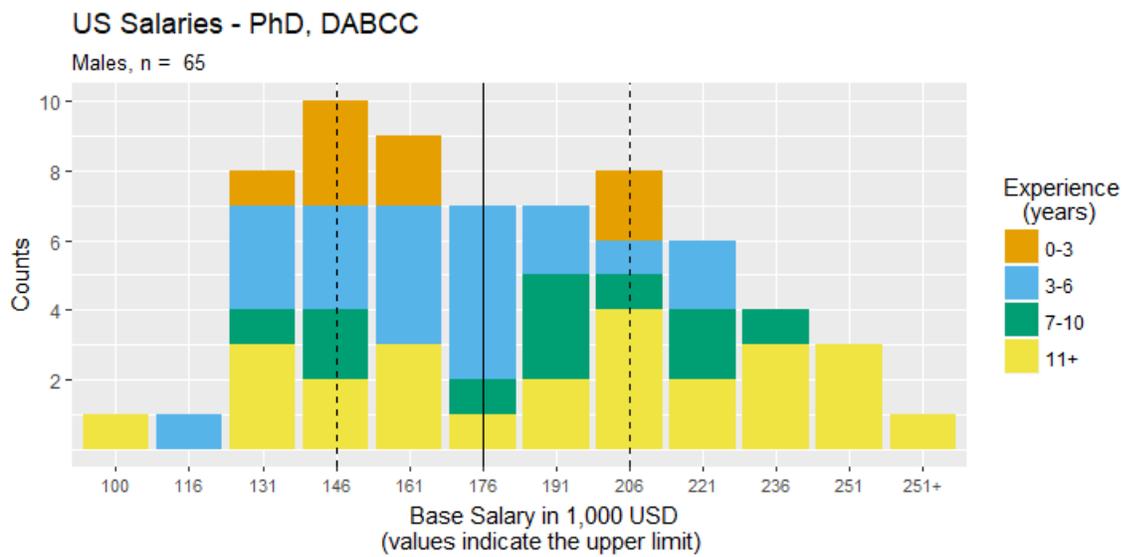
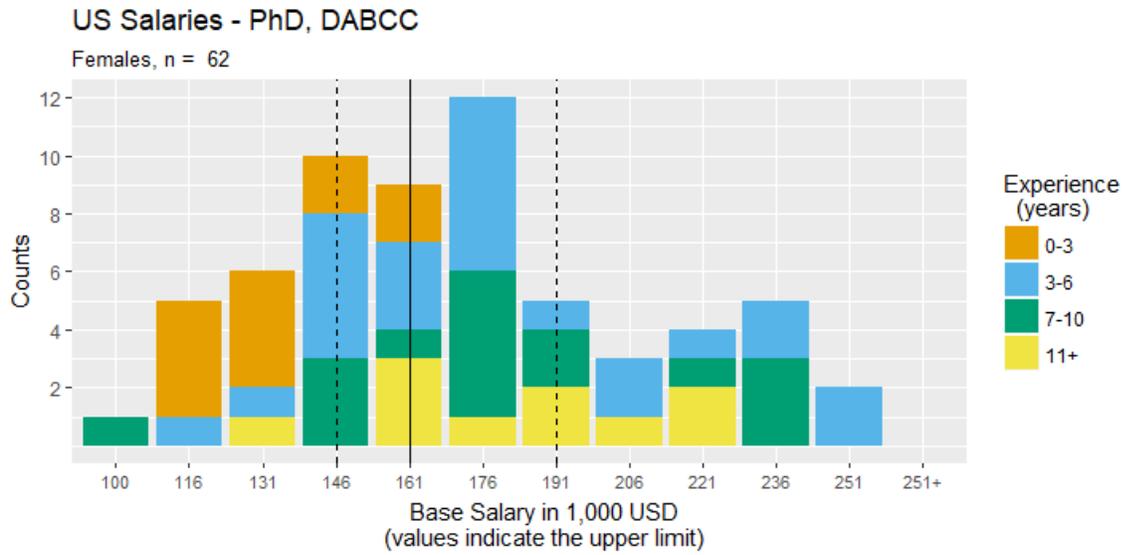
11+ years experience, n = 36



# US Salaries Gender Breakdown by Cost of Living (vertical lines indicate 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentile)



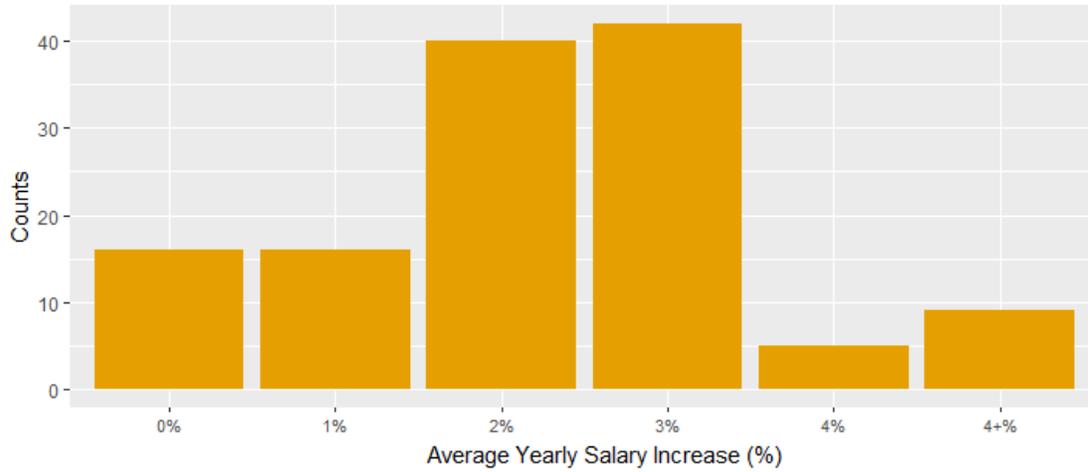
# US Salaries Gender Breakdown by Years of Experience (vertical lines indicate 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentile)



# Additional US Salary Information

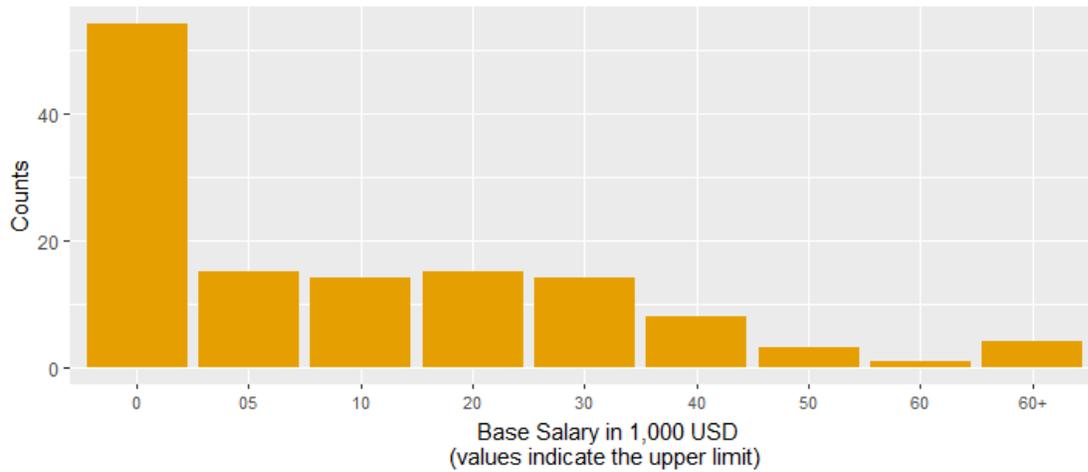
Average Base Salary Increase in US

n = 128



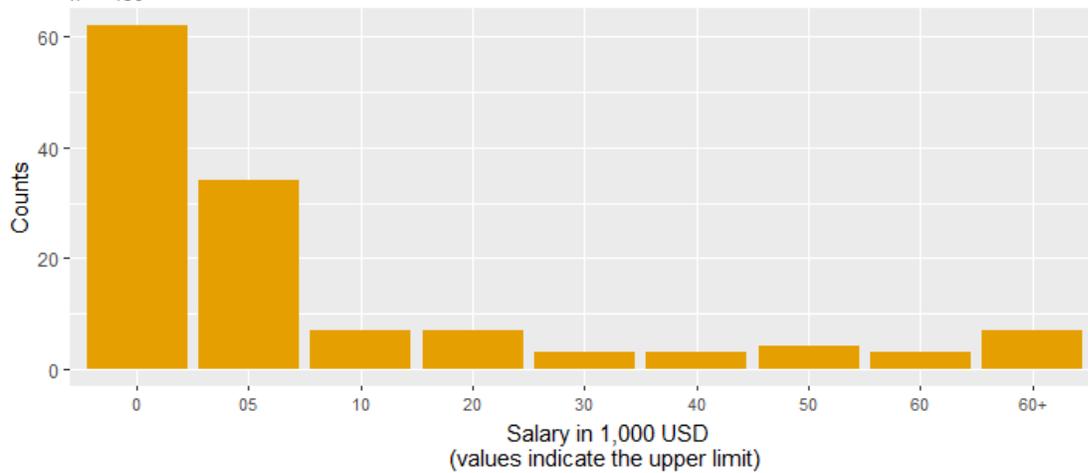
Additional Annual Salary from Primary Employer (eg. bonus) in US

n = 128

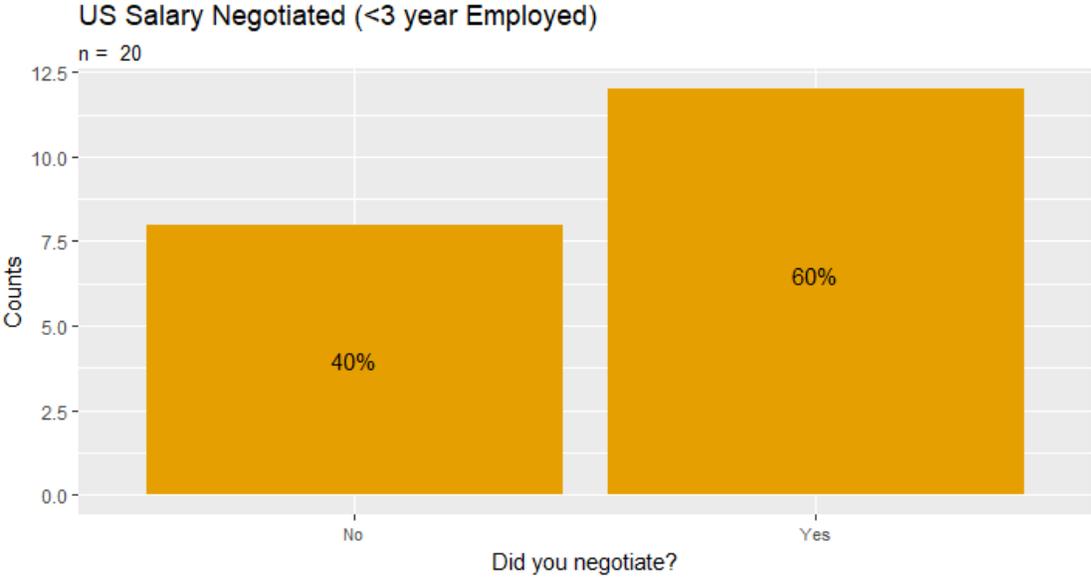
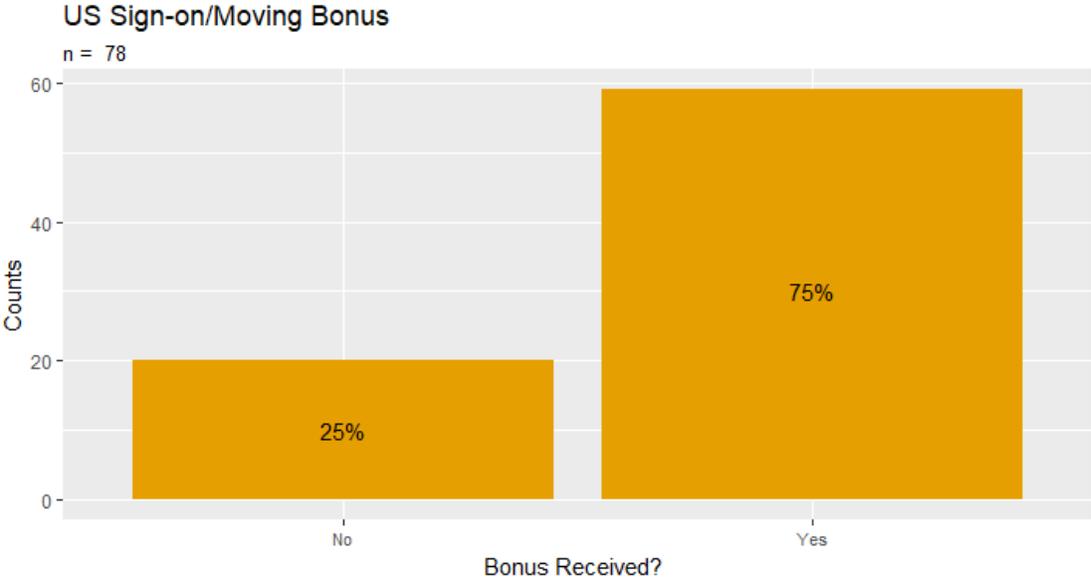


Secondary Annual Salary from Secondary Employer (eg. consulting) in US

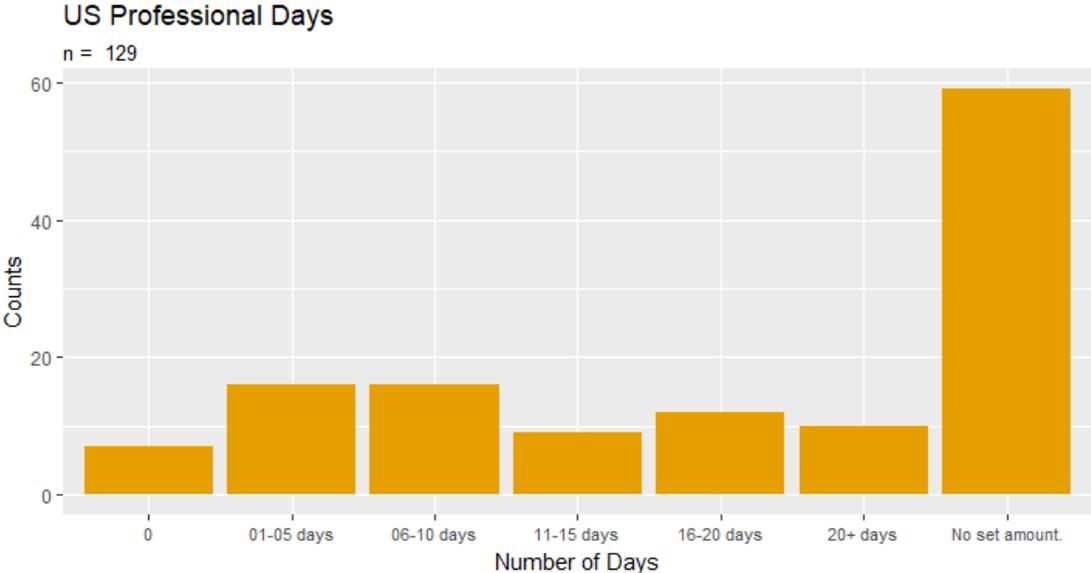
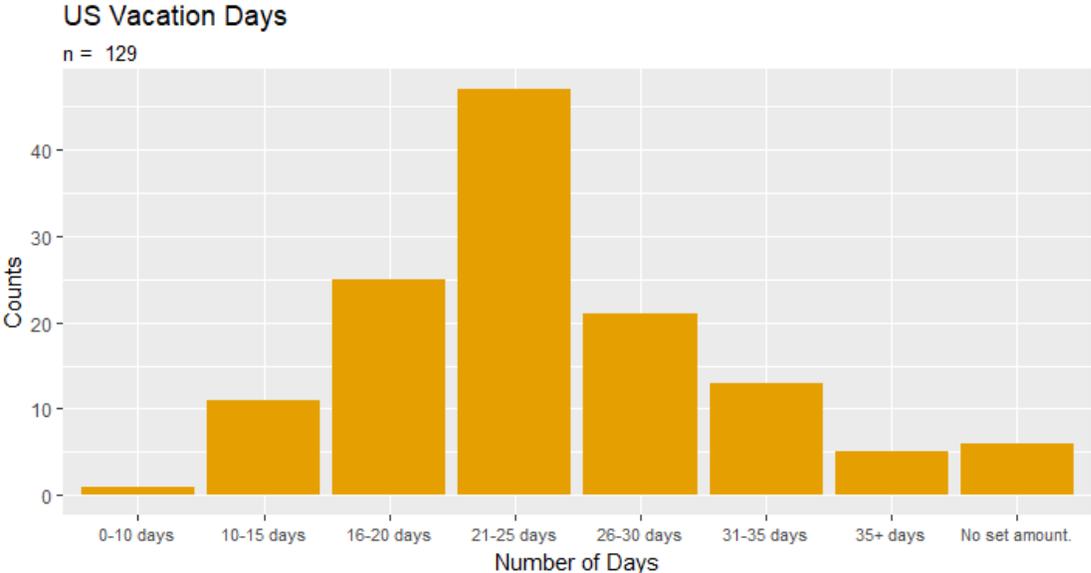
n = 130



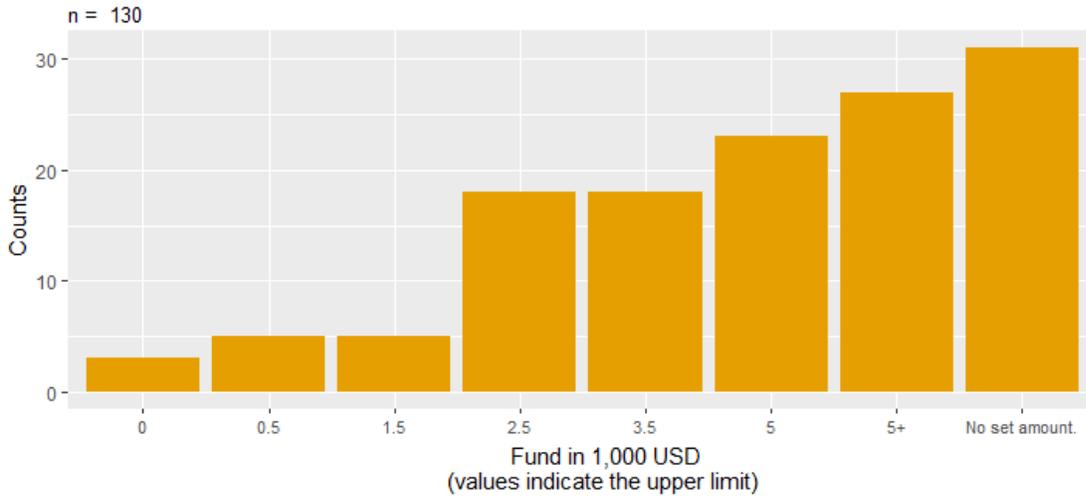
# Current Market Trends (Last 5 years)



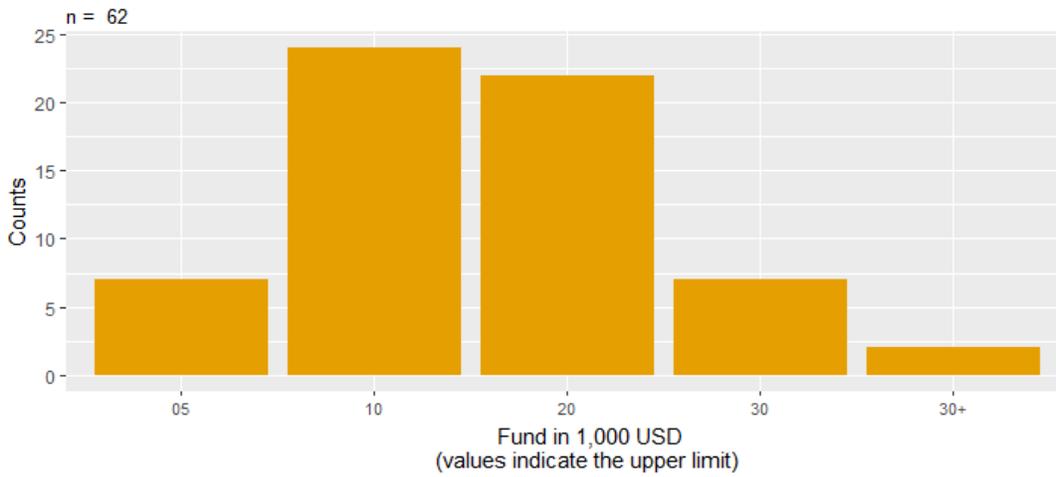
# Miscellaneous Employment Information



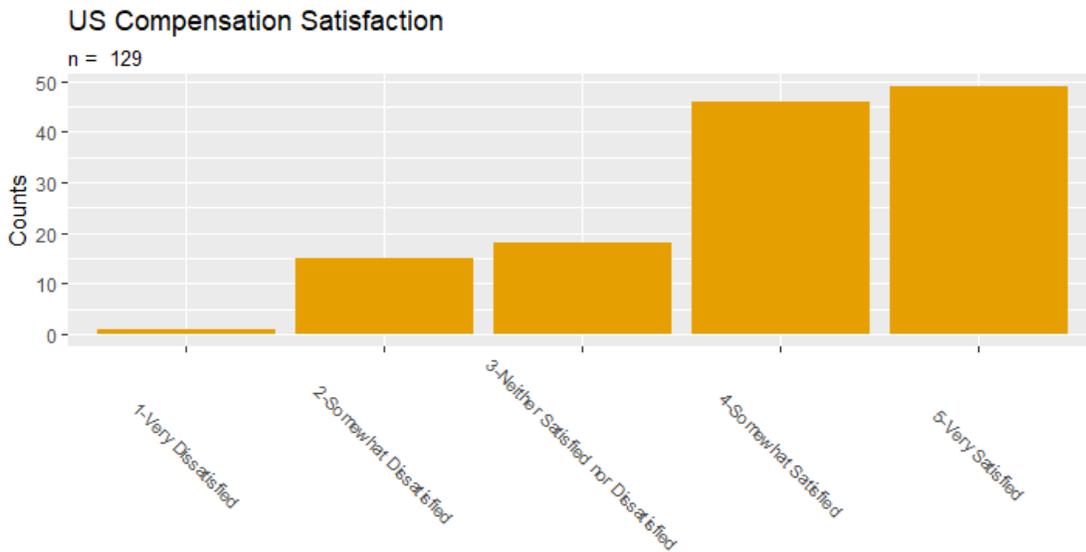
### Employee Travel/Education/Book Funds



### Total Amount of Sign-on/Moving Bonus Accepted (in last 5 years)



## Overall US General Compensation Satisfaction

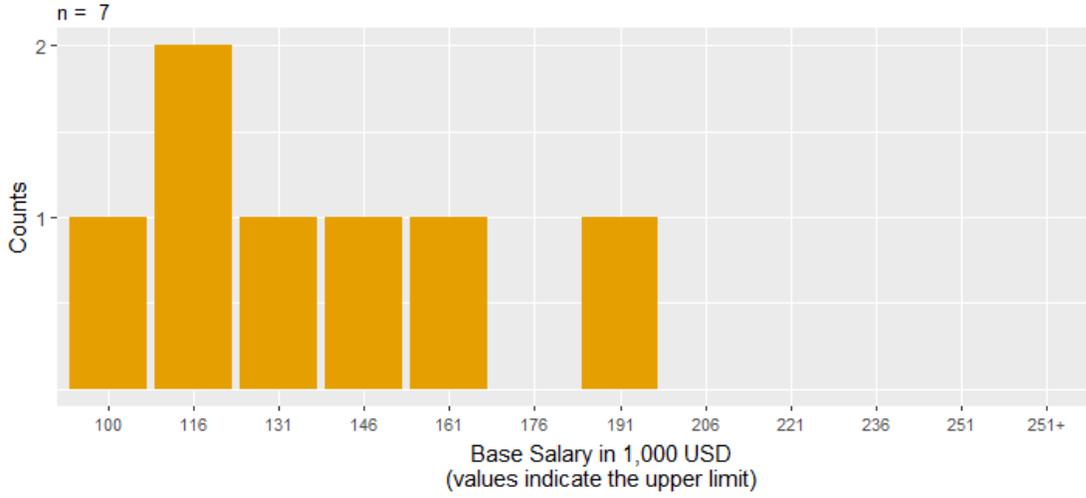


# Canada Salary Data

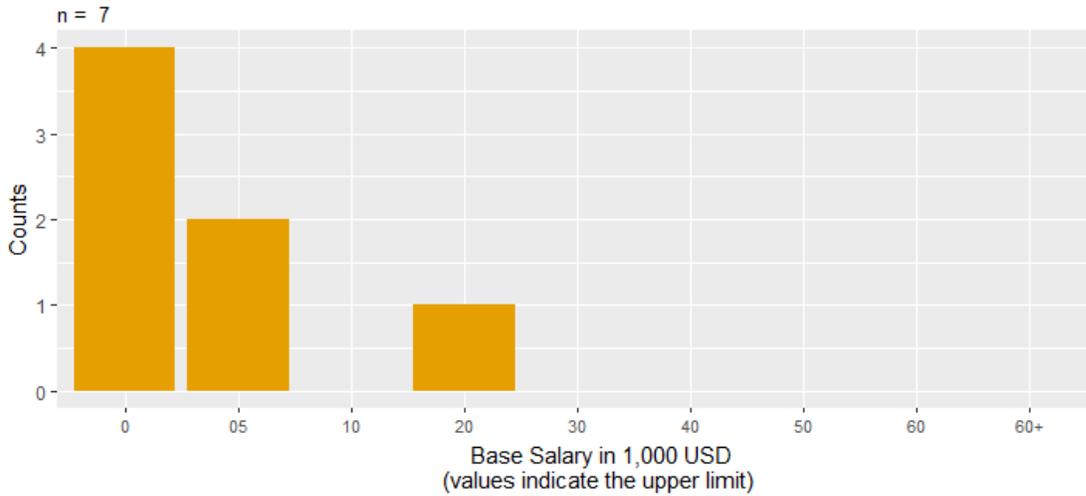
Canadian data was filtered as below

n	Initial Respondents	Canadians		DABCC		PhD		Reported Salary	
	199	→	23	→	7	→	7	→	7

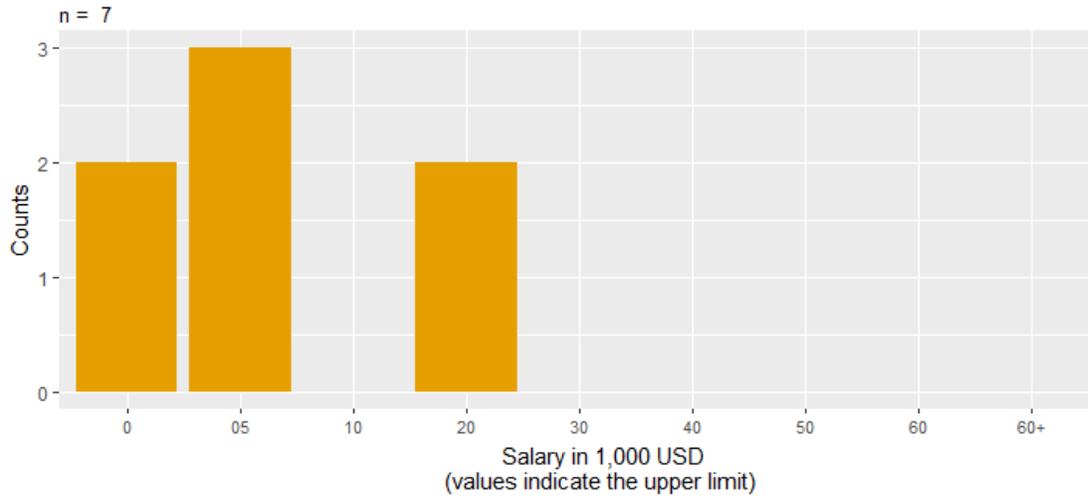
Canadian Salaries - PhD, DABCC



Additional Annual Salary from Primary Employer (eg. bonus) in Canada



### Secondary Annual Salary from Secondary Employer (eg. consulting) in Canada



### Canada Compensation Satisfaction

